

HRC NEWS & VIEWS

HRC News and Views
FEBRUARY 2011



SUCCESS, SUCCESS, SUCCESS BY MARJ COLBURN

Joint Commission surveyor Lesley Loffredo arrived right on time January 19th for the HRC survey. After three days of reviewing policies, forms, talking with staff and youth, meeting with Leadership, including Scot Adams and Bill Gibson, Ms. Loffredo completed the survey at HRC. In her final report of the survey there were five Joint Commission standards identified that HRC needed to work on to improve compliance. Under those five standards there were six specific items identified. Staff at HRC are already busy at work to address these concerns. HRC has 60 days to address the identified problems and for the Joint Commission to approve the corrections. As each area is remedied, that item will be removed from our final report. The six issues and where we are in the process are as follows:

CTS.01.03.01 – There is no initial treatment plan at the time of admission. There are relevant parts of a plan in the medical record including the Safety Plan and Orientations to school, the program, privilege levels, etc, but it needs to be pulled together in one document. Dr. Judson, Nancy Kinyoun and Marj Colburn are working on developing the Initial Treatment

Plan and pulling together the areas in the record that the surveyor felt needed to be consolidated. A draft has been created at this point.

CTS.03.01.03 – There is no inclusion of documentation of the clinical rationale in deferring an identified issue in the treatment plan. Her suggestion to HRC was the development of a problem list – many of you remember those from the adult psych days! Dr. Judson, Nancy Kinyoun, and Marj Colburn are pulling that together. There may be an option in the AVATAR system that will assist us.

EC02.06.01 – The organization keeps furnishings and equipment safe and in good repair. Ms. Loffredo noted a piece of equipment in the weight room that appeared to have large weights holding it to the floor. The treadmill side step grips in the weight room were curled on 3 corners. The weight benches had cracks and breaks in the vinyl covering, which might constitute an infection control as well as a safety issue. In addressing these issues, the piece of equipment with weights holding it has been removed from use until HRC can address how it is to be used and what the safety concerns might be. The side steps on the treadmill were

re-glued. The weight benches have been taped back together at this time, but we are purchasing vinyl to recover the benches. Ms. Loffredo mentioned that she felt the weight room was a very important outlet for the youth, and it seemed to be well-used. Jean Luther and Sherry Block are addressing these concerns and making sure that the repairs take place.

HR.01.06.01 – The organization did not delineate competencies for staff in supervision of youth in the weight room. Sherry Block and Heather Sidders are developing a staff competency form related to the weight room. Once the Recreation Specialist is hired, this is a job duty that will fall to that person – being sure all staff have a documented competency and all youth receive training on appropriate use of equipment in the weight room.

HR.02.01.03 – In credentialing and privileging for Dr. Wyse there is no documentation related to his scope of practice in working with an adolescent population and a substance abuse population. WHOOPS! In looking back through credentialing and privileging from previous years, the surveyor noted that at one time

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SUCCESS IS RECOGNIZED BY SCOT ADAMS

I really enjoy the quarterly success reports that I receive from HRC. The reports let me know about the activities at HRC and the dedication of employees who work hard to make a difference in the lives of young men with substance abuse problems.

From the January report I learned that the first floor south dayhall was made into a clubhouse for the kids and that going to the clubhouse was a privilege to be earned. I think this is a great idea for motivating them to change behaviors. The surveyor from the Joint Commission also noted this. The clubhouse provides youth with ideas about how their time could be spent recreating, instead of using drugs.

I'm glad to hear that there were few incidences of staff injuries related to youth interventions. This is always a concern of mine. I want staff to be safe. I realize that some youth may express anger, frustration and other

emotions with violence, and I appreciate the staff members who have to intervene in these situations. Safety should be a priority. That's why I was glad to learn that additional cameras have been installed in classrooms and the clubhouse area to increase security and safety.

I'm impressed with the statistics from the Nebraska Youth Academy. Ninety-seven youth have earned their GEDs at HRC within the last three years. Since July 1 of last year, Academy students have completed 168 classes for a total of 838 high school credits, all of which will transfer to their home school. Transfer of credits will make graduation possible from their own high schools, a successful milestone in life that they can feel good about accomplishing. Graduation will increase their self-esteem and open new doors for them. What we want to see is youth pursuing self-fulfillment and finding happiness and satisfaction, free from drugs. A

high school diploma or GED will lay the foundation for the rest of their lives.

HRC recently passed inspection by the DHHS Office of Children's Services Licensing, so its state child caring agency license has been renewed, and it is good until 2013. Another very important inspection that HRC experienced recently is the one by the Joint Commission. The Joint Commission does a very stringent evaluation of the facility and awards its Gold Seal of Approval if its conditions are met. Surveyors look at fire safety, sanitation, staff records, youth records, and policies and procedures, among other things. We expect continued accreditation this year after successfully completing the final part of the accreditation process.

So, keep up the good work. I look forward to the next Quarterly Success Report from HRC.

SUCCESS, SUCCESS, SUCCESS BY MARJ COLBURN

both of these items were included in the process, but over time they seemed to disappear. Corinne Jensen had the credentialing and privileging form for Dr. Wyse revised and showed it to the surveyor before she left campus. The revisions will be reviewed and approved at the next Governing Body meeting.

Ms. Loffredo was extremely complimentary of the facility and the programs. She felt the environment was positive for the youth, and staff were smiling and receptive to the youth and her interactions with them. She thought the program

was well developed, really liked the Treatment Plans and thought there was excellent documentation in the youth's medical records. She was impressed that the buildings and program areas were clean, well maintained and odor free. AND she loved the turkeys that greeted her every morning when she got here!

A quote from her Exit Conference to Leadership – "It was a joy to come here to see the services you provide and the commitment and stewardship you demonstrate in your work with the youth. HRC has

maintained a focus on the well-being of the youth and their families. The clinical team, the medical staff, the psychologist, the therapeutic staff, and the educational staff are really top notch here."

Thanks to all of you who worked so hard to get everything ready for the survey and truly demonstrated the quality of the work we do with the youth. This very successful outcome is due to your caring, dedication and ownership of the HJCDP program. There is no way this could have happened without you. Thank you again.



GUESS THE SWEETHEARTS

Guess the bride in the two photos. First employee to **email** Corinne Jensen with the correct answers will win a prize!

#2



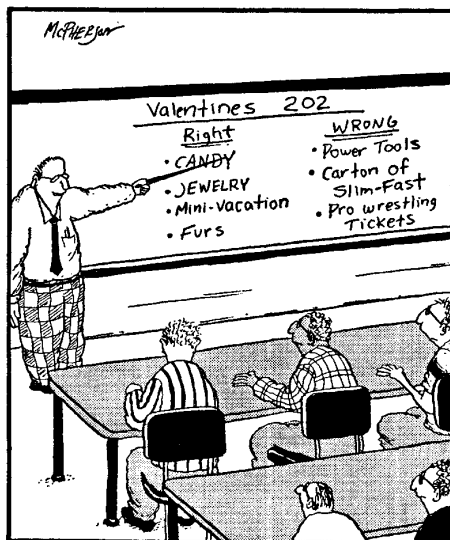
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#1

01-26-80

EMPLOYEES GO RED!



Employees take time for a photo to show their support for **GO RED** day on Friday, February 4, sponsored by the American Heart Association. Check out the DHHS public website for information on heart health.

LIVING AND LEARNING, SEEN THROUGH OTHER EYES

BY JEAN LUTHER

Sometimes policies or procedures are written and we have no idea why or how it will benefit anyone. So when someone (like the surveyor) makes a suggestion and then explains the reasoning, we're willing to make the change for the greater good. The Joint Commission surveyor made several suggestions that we will implement at this facility.

Several staff members who accompanied Lesley Loffredo, the Joint Commission surveyor, on her tour of HRC during the three days took pages of notes on suggestions she made. She noted that although HRC has a policy about camera surveillance for staff, nowhere do we notify the youth or families that camera surveillance is in use. This information has been added to the Letter to the Family and the HJCDP Handbook. There is also a sign in the front lobby notifying visitors that there are surveillance cameras in use.

She took exception to the photo in the foyer showing the group of PVC youth who won the Chili Cook-off in December. She stated she understood why we posted the picture for the youth to see and be proud of, but she felt any visitor to the facility was able to

see the picture and that was problematic. We did not remove the photo from the display case, but in the future we will post pictures where the youth's faces can be seen, in areas where the youth are located, not in the foyer.

She did not like the phones in a box on each end of the unit, as the cords for the phones were consistently hanging out of the boxes. Her suggestion was to replace those phones with cordless phones or make sure the cords are placed in the box before it is locked. She felt this was a potential suicide risk for the youth. She also did not like the earphones used by staff for communication due to the cords connecting the pieces. She felt this could be a risk to staff should a youth become aggressive. Leadership has talked with staff about this concern, and staff feel that they would be radioing for assistance if they felt unsafe with a youth.

She suggested personal containers or totes in the youth's room for their personal supplies like toothbrushes, deodorant and what not. She felt these items were just scattered in the youth's rooms and not kept in a sanitary environment.

She suggested all clothing and shoes of newly admitted youth

and youth bringing clothing back from a pass be tossed in the dryers on the unit for 30 minutes. This would address the national concern about bedbugs and lice.

She found one fire door that was not rated. Jean Luther and Gary Peisiger have looked at all the fire doors in Building #3 and found five out of the thirty are clearly identified as rated. Some have the rating painted over, and some have had the rating removed. Craig Thelen from DAS is developing a contract to have all of the fire doors rated and labeled by an external contractor.

There was one penetration found in a fire wall above the ceiling on one of the units. She suggested to Gary Peisiger that any time a contractor indicates they are finished with their work, he should inspect the area and make sure that no penetrations occurred. Repairs by contractors should be made prior to signing off that the work has been completed.

It was good to hear how we can make simple changes to improve safety, so it is good to have another set of eyes looking in.

KIDS SAY THE DARNDDEST THINGS

After the 11 ½ inches of snow, and the wind that then picked up and blew drifts across the sidewalks and driveway, I was wearing out shoveling snow. The following weekend my 2 year old granddaughter arrived for a visit. She always wants to be picked up and held. After hoisting her up for the umpteenth time I said to her, "between you

and shoveling snow, I don't have a back any more." She peeked over my shoulder, looked down and said "You have a back Grandma."

Submitted by Marj Colburn



Cook books and food magazines for the PVC projects. Please bring to the youth kitchen or call 3433 or 3260

EMPLOYEE OF THE QUARTER IS PRESENTED



Sherry Block was pleasantly surprised at the Managers' Meeting on January 25th as she was presented with honors as the Em-

ployee of the Quarter. Congratulations, Sherry!

Sherry was nominated by a co-

worker with the following comments: "Sherry is always positive and willing to do what is requested of her to meet the changing needs of the facility. She is creative at looking at ways to accomplish goals. She is a team player for many reasons, but the one that stands out, is the fact that I don't EVER remember her saying a bad thing about any person! Even when people are not putting their best foot forward, Sherry remains positive and highly professional and exhibits respect to all people.

Sherry has provided many years of great service to HRC and deserves to be recognized for her dedication."

This honor will be recognized with a photo displayed in Building 3 and 4, her own designated parking spot of her choice for three months, a gift certificate for \$20 and a framed certificate of this award.

In addition to Sherry's duties as Activity Supervisor, she serves on the News & Views Editorial Board.

Great job, Sherry!

WELCOME TO HRC by Beth Bartell



Troy Lyons joins the afternoon staff as a YSSII. A graduate of UNK, Troy taught high school and coached all sports. He is a strength and conditioning coach. Troy also worked in health care. Troy and his wife have twelve children and have been foster parents for twenty years. Troy's interests include being involved with the activities of his family, sports, outdoors, and K-Nect games.

HAPPY BELATED LUNAR NEW YEAR by Suzanne Swanson

Most of you would know this as the Chinese New Year. However, being from Korea, I thought that I would put a spin on it and write about the Korean New Year. The Korean New Year and the Chinese New Year share the same zodiac signs and the dates. The Lunar New Year was on February 3, 2011. This year, it's the rabbit.

In Korea, the New Year is called Seolnal. This holiday is generally celebrated over a period of three days. It is the most important holiday out of all the traditional holidays that Koreans celebrate. The Seolnal generally is a family-oriented holiday. Many Koreans will return to their home towns and celebrate by visiting their parents and relatives. This is an ancient ritual that is known as charye. When celebrating Seolnal, they dress up in Hanboks (traditional Korean dress) and they serve Tteokguk, which is soup with rice cakes. Many fun activities take place ranging from flying kites to playing folk games.

The following recipe is one of my favorite Korean dishes that I enjoy and I hope that you will try.

BULGOGI

1 ¾ lb sirloin steak

Marinade***

4 spring onions (scallions)
½ onion
1 Asian pear (at Russ's during season)
4 T dark soy sauce
4 T sugar
2 T sesame oil
2 tsp ground black pepper
1 tsp sesame seeds
2 garlic cloves, crushed
1 T lemonade

*****NOTE: Bulgogi marinade sauce can be purchased from an Asian market in Hastings. It's called Korean BBQ sauce.**

Finely slice the steak, and tenderize by bashing with a meat mallet or rolling pin for a few minutes. Then cut into bite size strips. Shred one of the spring onions and set aside for a garnish. Finely slice the remaining spring onions and pear. Combine all the marinade ingredients in a large bowl to form a paste, adding a little water if necessary.
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IT'S A GIRL! By Mary Lou Haberman

Mary Lou is grandmother for the first time to Stella Rye Robinson Capdevielle of Seattle, Washington. She weighed in at 8 pounds, 15 ounces and was 22.75 inches long. Apgar of 10. 4.5 hour labor. Born out of hospital with doula and midwife into a birthing bathtub!! Full head of blond hair. Sleeping, eating, etc. Parents are ecstatic. Their dog, Rosie, is also enamored of the little one... Mary Lou is going through an unanticipated change of life, wow!

LOOKING FOR IDEAS

Are you creative? If you are, we would like your ideas.

Finding creative, educational and fun activities for 40 youth can be overwhelming at times. As the Activity Leader at HRC, Sherry Block develops a schedule of activities around the treatment schedule to keep the 40 youth active and engaged in projects. If you have some ideas on activities such as games, crafts, baking or educational, please contact Sherry. Your ideas are appreciated!

PLAN TO ATTEND

SALE — 4 — KIDS on 3/26/11.
Tables are \$15.00 each. Contact Sherry @ 3260 for more information.

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It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA



People are like stained glass windows. They all sparkle and shine when the sun is out, but when darkness sets in, their beauty is revealed only if there is a light from within.

Author Unknown

BULGOGI CONTINUED....

Mix the beef in with the marinade making sure that it is well coated. Leave in the refrigerator for at least 30 minutes or up to 2 hours (if left longer, the meat will become too salty). Heat a griddle pan gently. Add the meat and cook over a medium heat. Once the meat is cooked through, transfer it to a large serving dish, garnish with the spring onion and serve. Can serve with rice.

Per portion: 330 calories, 47.3 g protein, 8.2 grams of sugar, 12.1 grams of fat, 102 mg of cholesterol, 22 mg of calcium, .2 grams of fiber and 141 mg of sodium. Makes four servings.

FEBRUARY TRIVIA

See how many you can answer correctly without looking at the answers at the bottom of the page.

1. What was the year of the first Hallmark Card?
A. 1841 B. 1913
C. 1942 D. 1947
2. What does a yellow rose represent?
A. Passion
B. Fondness
C. Friendship
D. True Love
3. What country does not celebrate Valentine's Day?
A. Italy
B. Canada
C. UK
D. Europe
4. What does the word Valentine mean?
A. Love
B. Sweetheart
C. Heart
D. Everlasting

Good luck!

THOSE PESKY DAMPERS BY JEAN LUTHER

What are the dampers and why do we need them? The dampers are part of the fire containment system within the duct work above the ceiling tiles on the units. They close when the alarms are activated so smoke cannot travel from one compartment to another if there is a fire. This allows staff and youth to go to a safe area within the building away from the fire, and be ready for evacuation.

Since several of the dampers on the 1st and 2nd floors were not working properly, we put into place some Interim Life Safety Measures (ILSM's) to perform during alarm activations until the dampers are repaired. During the day and afternoon shifts, staff and

youth will evacuate to the outdoors and the appropriate safe areas. The night shift will evacuate to the central corridors on each floor. During inclement weather during the day and afternoon, staff and youth may evacuate to the central corridors or the ground floor where all dampers work properly.

As if that is not enough to make us want to pull our hair out we've discovered that one of the dampers is being a real nuisance after the alarms go off. During a cold streak last month, Chris Martin was curious as to why the west wing was cold and raised the ceiling tiles. She realized that the damper on 82 West was closing, and not opening again when the alarm sys-

tem was reset, so no heat was flowing through the heat duct. Chris then trained the other Youth Counselors on the procedures to follow after an alarm sounds to reopen the vent. Thanks, Chris!

So if you're feeling a little cold on 82 West, notify a Youth Counselor to check that duct to ensure that it is open.

Today is the oldest you've ever been, yet the youngest you'll ever be, so enjoy this day while it lasts.

1. B 2. C 3. D 4. B